



THE ATTAINMENT OF OBJECTIVES OF DAYCARE CENTERS IN THE CAGAYAN VALLEY REGION: THE PERCEPTION OF DAYCARE WORKERS

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ANNOTATION: *Child development, as an area of study, encompasses four aspects of human growth from birth to adolescence: maturation; comprising the stage-by stage development of the body's physical systems; mental development; or the progressive elaboration of the intellectual skills; personality development; involving the complex interaction between the psycho-social factors and physical maturation; and socialization, the process by which children adjust to the expectations of society. This study aimed to assess on the extent of attainment of objectives of day care services in the Cagayan Valley Region. This study utilized the descriptive-correlational method of research, since this study simply determined the relationship between the perceptions of day care workers and mothers and simply assessed on the extent of attainment of objectives of day care services in the Cagayan Valley Region. The researcher calculated from the total number of respondents by simply adding the total number of mothers of the three drawn barangays of the three cities of Cagayan Valley Region, which were luckily drawn by simple random lottery method with all the day care workers of Cauayan, Santiago and Tuguegarao city. The questionnaire was prepared to gather the needed data. This was patterned from the Self-Instructional Handbook for Day Care Workers. The data gathered were grouped, tabulated, analyzed and then interpreted using frequency counts, percentages, weighted mean, T-test and Chi-square utilizing a 5-point Likert Scale. Day care workers of the three cities of Cagayan Valley Region also agreed that strong motivation to parents and the community to support them is one way to improve the delivery of day care services and implementing agency should encourage day care centers to conduct field trips and allocate funds for this activity in order to expose the children outside their premises. On the results of this study, it is recommended that*



implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care workers in order to improve the delivery of day care services.

KEYWORDS: *assessment, communication, daycare center, daycare worker, daycare services, personal abilities, spiritual values, analytical abilities, drawing, emotional development, feeding, physical development, intellectual development, immediate memory, kindergarten, language development, number concept, nutrition, playing, preschool, proper health, role memory, toileting, visual, memory. Vocabulary acquisition, working mothers*

INTRODUCTION

Proper child education includes not only personal hygiene and health care, but also a child's moral, spiritual, and intellectual development. It grows into a person with his own distinct personality, not just as a member of the human species. It is absurd to believe that parents who discipline their children well, with the goal of teaching them the tenets of good citizenship and putting them on the path to spiritual growth, will produce adult children capable of "discovering who they are." The truth is that one does not discover who one is until one is in their middle years, if at all. Such a discovery necessitates the realization that the most meaningful aspects of life are not material. In exchange, this understanding necessitates a significant reduction in self-centeredness. On both counts, children do not qualify, and anyone who believes otherwise has his head in the clouds and his feet off the ground. Furthermore, parents can aid their child's development by providing a suitable environment in which they can form their human personality through their own efforts.

According to Jean Piaget and Sigmund Freud's (Bailey, 1990, pp.34-35) theories, child development is extremely important. According to them, child development encompasses four aspects of human development from birth to adolescence: maturation, which includes the stage-by-stage development of the body's physical systems; mental development, or the progressive elaboration of intellectual skills; personality development, which includes the



complex interaction between psycho-social factors and physical maturation; and socialization, which is the process by which children adjust to the expectations of others.

According to Bronfenbrenner, the child psychologist says: "Schools are the brokers between the world of parents and the world of children." He stressed out that the school not only to provide a venue of mutual understanding by their parents but by facilitating the parent access into world of youngsters. They can accomplish this through symposium, conferences between parents, an exhibits school plays and programs or even sport fests among themselves. Very often, parents sometimes are not aware of their children's skills and talents, which their personally exhibited in school because they are too busy immersed in earning a living. **Sharon Johnson (1995, p.47)** wrote on "How to Raise Kids Who Read," according to her the most effective way to get children to read is to read to children; make books available; visit the library; be a good role model, if children see their parents read, they learn that reading is important; help your child establish a goal. The best reward any parent can give a child, of course is attention, support reading programs in school and finding the time to read to our children and encourage them to read is hard but it's worth the effort.

Kay Kuzma (2002, p.8) says, "Parents, don't come down too hard on your children or you'll crush their spirits." They constantly built us up, encouraging us and instilling in us a desire to reach our potentials. As we begin thinking about taking charge of our children's education, know that at different ages, our children need different things from us. Just remember our goal is to prepare them during their lives. For the time when they will be making their own choices, that's the real value of education and we are their most important teacher. Children don't only need education; they cannot live without love of their parents. They need to be touched, cuddled, rocked, and given positive attention for them to develop properly. They need to have love cups always filled to overflowing.

Many parents are worried about raising their children in a world filled with unwholesome influences. Considering the following advice can help:



- Train up a boy according to the way for him; even when he grows old he will not turn aside from it."
- "The rod and reproof are what give wisdom; but a boy let on the loose will be causing his mother shame." "The rod refers to parental authority that must be applied lovingly to prevent children from going astray.
- "Do not exasperate your children, so that they do not become downhearted."
- ""Let each one of you individually so love his wife as he does himself; on the other hand, the wife should have deep respect for her husband. Love and respect work as lubricants in the family mechanism."
- "He that is pursuing valueless things will have his sufficiency of poverty."
- "Practice giving, and people will give to you."

The author of Kuzma's article mentioned that mothers should be aware of programs or agencies as partners in preparing their children's formal education, thus the objectives of the day care service to become a socializing agent for small children, which differs from the current study because the author did not mention all of the day care service's objectives in order for children to attain their formal education.

My goal as a Christian parent, according to Carol Bruning (1996, pp. 16,17,18), is to "train my children in the way they should go" (Proverbs 22:6). She devised strategies to engage bored children outside of the classroom. They have provided opportunities for people to learn how to amuse themselves. They required assistance in identifying their passions. I wanted to include physical, spiritual, intellectual, artistic, and work activities in the process to provide fun yet valuable life skills experiences. Do mothers need to work outside the home? Carole Brousson Anderson (2003, p. 24) responded to this question with a few principles that may assist women in making a difficult decision to consider in answering the question, as follows:

- Make decisions with the good of your child in mind. The responsibility of raising a child is important-very important.



- Children know Intuitively whether they are a priority in their parents' lives or not-no matter whether a parent is at home or at work.
- Nobody replaces mommy; and nobody replaces daddy, either. When a child is born, both parents need to enter into the discussion of employment, childcare, and finances. Since when was child caring versus career only a decision of motherhood? Husbands and wives both need to comprise, struggle, and see that their children are adequately loved, clothed, fed, cared for, and made to feel important.
- Children need the love and stability of a home. We've all heard stories of the kinds of kids who come from latchkey homes, and obviously we wouldn't advocate them as an ideal. However, providing a home for children will mean different things for different families.
- Children need a lifestyle that's healthy for kids-a lifestyle that's stable, non-rushed, and relaxed.

Anderson's principles on whether a working mother will enroll or bring her small children to school, which addresses her problem of who will care for the children while she is at work, are relevant to the current study. Her principles, on the other hand, did not mention the importance of a day care center or similar school to address the mother's problem. Far from constant stimulation, Ellen White (1996, p. 8) suggests. Children require a peaceful childhood with plenty of opportunities to exercise both their minds and bodies. When making child-care decisions for their children, parents should keep this in mind. In a child-friendly family parents love each other and are happy with their lives.

- Think win-win. When making tough decisions regarding parenthood, consider the needs of both you and your child. Working part-time was the best decision I ever made, both for my children and myself.
- Be flexible to changes as your child grows. Solutions that work today may not work tomorrow. Placing your child as a priority is going to mean different things at a different ages-newborn, a preschooler, or university student.



The advice made by White to mothers who enroll their children to preschool or similar school could help them prepare for their formal education has similarity on the present study while it differs only the main objectives of the program; the beneficiaries as well as the system of the preschool compare to day care centers.

Article 3, section 4 of the Philippine constitution provides for the strengthening of the family as the basic social institution thus, the State shall aid and support the natural right and duty of parents in rearing the youth for civic efficiency and the development of moral character. *Article 2, Section 5 of the Constitution upholds the vital role of the youth in nation building hence, the State shall promote their physical, intellectual and social well-being. *Article 1 of P.D 603 recognizes the child as one of the most important assets of the nation, so that every effort should be exerted to promote his welfare and enhance his opportunities for useful and happy life. **(Philippine Constitution, 1987)**

Article 1 of the Child and Youth Welfare Code of the Philippines declared that the "Child is one of the most important assets of the nation. Every effort should be exerted to promote his welfare and enhance his opportunities for a useful and happy life."

According to **(Article 29)** of the Convention on the Rights of the Child, the goal of education is to "develop child's personality, talents and mental and physical abilities to their fullest." As in education, as in any other aspect of child's life, it must be a child-centered approach.

A child-centered focus on education means of host of things. It means providing a safe learning environment, free from exploitation and discrimination. It means developing a child's self-esteem, basic knowledge and life skills so that learning is positive rather than overly strict or completely removes from a child's need.

Filipino children, like the 4-year-old hostage victim Dexter Balala, have the fundamental right enshrined in the Constitution to enjoy their childhood. As stated by the **International Labor Organization (ILO)** "Regardless of its economic situation, a society is morally obliged



to ensure that its young people are able to achieve their physical and mental development. Under no circumstances can poverty be used as an excuse for children obliged to work to have their physical integrity assaulted, their intellectual development impaired and their dignity flouted."

Josie Quigue (1995, p. 17) founder and administrator of Montessori Filipino Child Research Center, says that countless experiment in the field of psychology and education made upon children of every race throughout the world have shown that a suitable environment for the child growth involves providing the means to become progressively independent. That is the only way child's true personality, which is uniquely his, be "freed" or "developed." This child's inner needs, interest and natural eagerness to learn should be guided. This is best done during the child "sensitive period" or early years when he has an "absorbent mind" and when his senses. are beginning to accumulate. In the findings made by Quigue, she advocates the importance of a school for children especially the children of the working parents. This related to the present study of the researcher. The Montessori school differs from the establishment of day care center in terms of facilities and source of funds.

Ferdie Costales (1995, p. 12) the Tupper kids Stages Vice President for Marketing, gives some helpful tips on how to develop properly the children of pre-occupied working mothers:

1. Discover the true nature of the child then assist him in his normal development.
2. Place him in a pleasant environment in which he can be left pretty much to his own resources.
3. Help the child to do it alone. Don't do everything for the child. Let him acts, as he should. Assist him in such a way that he can act in his own work in the world.
4. Give the child a work. A child grows and gains experiences through exercise and movement.
5. Furnish child with an environment that has a goal and has consequences that can provide him with real mental concentration.



The tips of Costales have bearing on the present study as he cited the proper development of small children but failed to mention an establishment or a similar school that can help the mother to rear their children.

The study made by Dr. Reuben Hill of the University of Minnesota is similar with the studies made by Dr. Spitz and the present study on the parenting style used by people who reared good children. In his findings, on how to determine good children, he said they looked like: had good feelings of self-worth; got along well with authority figures, such as parents, teachers, and church leaders; tended not to identify with gangs, truants, druggies, or those who were sexually promiscuous; and tended to follow the religious beliefs of their parents. Most of us would call these "good kids". So, what did these parents have in common? What did they do that helped them successfully transmit good values to their children?

In the barangay level, Republic Act No. 6972 otherwise known as the "Barangay-Level Total Development and Protection of Children Act" provides for the establishment of a day care center in every barangay to carry out for the development and protection of children. This Act is envisioned to boost implementation of the Day Care Service, to cover every barangay and with a broader scope of services through its additional function as a referral and support system for larger concerns. The Service sees the achievement of its goal through the coordinated and concerted efforts among the different agencies of government involved in its implementation such as the DILG, the Department of Health and other non-governmental bodies. Section 2 of the Act declares the policy of the State to defend the right of children to assistance, including proper care and nutrition, and to provide them with special protection against all forms of neglect, abuse, cruelty, exploitation and other conditions prejudicial to their development. As such, the program framework include among others, monitoring of birth registration, immunization, growth and nutritional monitoring, provision of services to abused, neglected and exploited children while performing the main task of providing day care service to children.



In addition to the aforementioned act, the **Barangay Day Care Law (P.D. No. 1567)** was passed that provides for the establishment of day care center in every barangay. It also gave the community the responsibility to set up Day Care Center for its neglected preschool children. The first Country Program for Children was also launched in 1992. Under this program, the **Early Childhood Enrichment Program (ECEP)** through the UNICEF-assistance was pilot tested in Regions II, VII and XII by the University of the Philippines Child Development Center. Its goal was to fill in the inadequacies in emotional, social and intellectual development of children from 0-6 years of age. The research component of the ECEP found the following:

*There was a need to upgrade the knowledge and skills of workers in early childhood enrichment principles child care and methods.

*There was a need to improve the role of the family in providing a stimulating and creative environment for their pre-school children at home.

* Proper teaching/learning device and play materials should be developed and provided. In the Province of Cagayan, the establishment of the Provincial Child Development Center was also a similar program. This was established through the initiative of the late Governor Rodolfo E. Aguinaldo in 1993. In the early month of this year, the Governor visited Taiwan and found out a very effective program to improve the working habits of the working parents who were employed in the Provincial Government of Cagayan, particularly offices in the Capitol compound. He found out that during those years many working parents, particularly working mothers who brought their small children in the office or even got absent and incurred many tardiness, through this, their performance was affected.

Ellen White (1996, p. 9) talked of these same qualities. And one of her instructions is as follows:

1. "You must win their affection if you would impress religious truth upon their heart:
2. "With a firm, kind considerate hand, hold the lines of government, guiding and controlling their minds and purposes, and yet so gently, so wisely, so lovingly, that they will still know that you have their best good in view."



3. "It is better to err one side of eventually get to choose the items that are most appealing to them."

She also counsels: "Parents must see that their own hearts and lives are controlled by the divine percepts, if they would bring up their children in the nurture and admonition of the Lord. They are not authorized to fret and scold and ridicule. They should never taunt their children with perverse traits and character, which themselves have transmitted to them."

She stressed also that a home where love dwells and where it finds expression in looks, in words, in acts, is a place where angels delight to dwell." But love must be demonstrated to survive and there is a need of expressing love and tenderness in a chaste, pure, dignified way. But how do these children learn that this is what they should do when they reach adulthood and set up their own homes? Children early get the message that their parent adore each other. Their ears are filled with the words of appreciations, sweet pet names and the soft tones that parents exchange. And what about outside the home? Many children have not grown up in the presence of a loving marriage. For them modeling of a teacher or pastor and spouse may be the second chance for them to learn many things. Children also need physical demonstrations of affection, research shown that human being needs touching. When parents frequently hug and cuddle their children, they not only help them to develop a healthy emotional life, but they also model what being a loving parent is like. The wise parent will not yell at children, insult and scalp them, implies that they are stupid, or put them down in any other way. Parents will need to apply correction and discipline from time to time; these should be done in a manner that preserves the self-worth of the young-person.

In the Philippines, Day Care Service for preschool was first developed under the Philippines' Urban Community Welfare Program of the Social Welfare Administration now the Department of Social Welfare and Development Office. It was part of the UNICEF-Assisted Social Services Project in 1964. The first day care centers were organized in places with a



community welfare program. At that time, it focused on the social development of preschool children.

In the Province of Cagayan, a similar program was established. This program was the establishment of the Provincial Child Development Center, located inside the capitol compound, an old building formerly owned by the Land Transportation office. This was developed under the 20% Development Fund of the province. The Department of Social Welfare and Development (DSWD) has accredited the said center and supervised by the Provincial Social Welfare and Development Office of the province. The establishment of the center was through the initiative of the late Congressman Rodolfo E. Aguinaldo, during his second term in 1992 as Provincial Governor. The Governor found out that many working parents, particularly the working mothers brought with them their small children in the office or even got absent as well as incurring many tardiness. These working habits of the working parents affected their job and they became inefficient, Therefore, in his visit to Taiwan, the Governor found out a very effective program that can cater the problems of these working mothers thus resulting the establishment of the said center.

The center has met the standard requirements for licensing and assessment such as stability of support and physical facilities. A yearly budget of P84, 549 intended for the salary of the Day care worker. The program has benefited both the children of the Provincial Capitol employees and the children of residents near the capitol site. The objectives of this program are the following: 1) to provide supplemental parental care from 3 to 6 years old children who are neglected during the day when working parents cannot attend to their needs; 2) to develop their physical development which means that preschool child become physically fit and healthy through proper care and nutrition, monitored growth and development of early detection of disease, also included are the various play activities and games to develop their physical fitness; 3) development of personal abilities which also mean that preschool child develop self-confidence, self-expression and discipline through activities such as dressing, eating, sleeping, and toilet training; 4) ability to handle human relations which means that the child understand and relate well with his parents, other adults in the family, brothers



and sisters, peers and classmates, and other people he interacts with through storytelling, field trips and sharing session; 5) development of creative and analytical ability which means that preschool child develop his mental, intellectual, verbal and language skills through arts and crafts, listening to music and all other forms of creative activities; 6) development of spiritual and social values, this provides the preschool child with a chance to develop strong spiritual values of being a Filipino as well as positive attitudes towards the family, community and socio-cultural in society in general, and 7) the provision of comfort and safety, this provides comfort and safety for the preschool child during the day care sessions, as well as protection from all forms of neglect, abuse, cruelty and exploitation.

The center also implemented the objectives of day care service such as the provision of physical development, of personal ability, ability to handle human relations, development of creative and analytical ability and development of spiritual and social values. **(Mappala, Thesis presented, 1997 pp. 4-8)**. Through this program, the researcher was also a beneficiary wherein her first child was one among the graduates of Batch 02, School Year 1995-1996 in the Provincial Child Development Center.

Three years after the establishment of the center, the researcher conducted a study to assess the operation of the center wherein the working mothers of the children who are enrolled in the center were her respondents. Findings of the study revealed that the center is an effective place to leave their children while at work rather than to leave them in the house under the care of maids or older members of the family. Findings also revealed that the services delivered by the center could be of great help to their children in preparation for their formal education. The researcher was again a beneficiary of said program for her second child. Through this, the researcher decided to conduct this study not only to assess the Provincial Child Development Center but also to assess the attainment of objectives of day care centers, particularly the day care centers in the Cagayan Valley Region.

Finally, the effective implementation of this program especially in the development of children is a good sign of social development of our country that can lead to economic



stability. Hence, program planners and implementers must know the existing management of day care center so as to know the present conditions, problems, innovations and more development of this program whether this will serve as an acceptable solution to some of our country's heinous crimes we are presently facing. In the Province of Cagayan in 2004, there are about 792-day care centers, supervised by the PSWDO under the leadership of the Honorable Governor Edgar Ramones Lara. Therefore, result of the study will serve as an effective tool to improve the delivery of day care services among these day care centers, and not only in the province of Cagayan but the whole region of the Cagayan Valley; hence this study.

This study aimed to assess on the extent of attainment of objectives of day care services in the Cagayan Valley Region. Specifically, this study aimed to answer the following questions:

- What is the personal profile of the day care workers by city and as a whole in the Cagayan Valley Region in terms of the following variables:
 - 1.1 Age
 - 1.2 Sex
 - 1.3 Civil status
 - 1.4 Educational Attainment
 - 1.5 Number of years teaching day care
 - 1.6 In-service trainings attended in day care
 - 1.7 Number of units earned in preschool
- 2. What is the perception of the day care workers on the extent of attainment of objectives of the day care services by city and as a whole relative to the following:
 - 2.1 Physical Development
 - 2.2 Development of Personal Abilities
 - 2.3 Ability to Handle Human Relations
 - 2.4 Development of Creative and Analytical Abilities
 - 2.5 Development of Spiritual Values
- 3. Is there a significant relationship between the perception of the day care workers by city and as a whole when grouped according to their personal profile variables?



4. What are the problems encountered on the delivery of Day Care Services?
5. What interventions can be undertaken to solve the identified problems?

This study was guided by the following hypothesis that:

1. There is no significant relationship between the perception of the day care workers by city and as a whole when grouped according to their personal profile variables.

RESEARCH METHODOLOGY

This study utilized the descriptive-correlational method of research, since this study simply determined the relationship between the perceptions of day care workers and simply assessed on the extent of attainment of objectives of day care services in the Cagayan Valley Region. According to **Fraenkel and Wallen (1993, p.287)** this method of research describes an existing relationship between variables and the degree to which two or more quantitative variables are related and it does so by the use of correlation coefficient. Likewise, **Sevilla et al, (1980, p. 111)** states that this design helps one determined the extent to which different variables are related to each in the population of interest.

In the identification of respondents, the researcher secured the list of barangays from the Department of Interior and Local Government, Regional Field Office No. 02. The list of day care centers were secured from the Department of Social Welfare and Development, Regional Field Office No. 02 and list of total number of day care children enrolled in the day care center per barangay and number of day care workers per barangay from the Office of the City Social Welfare and Development office of the cities of Cauayan, Santiago and Tuguegarao. The researcher calculated from the total number of respondents by simply adding the total number of the three drawn barangays of the three cities of Cagayan Valley Region, which were luckily drawn by simple random lottery method with all the day care workers of Cauayan, Santiago and Tuguegarao city.



Table 1: Respondents of the Study

Province	City	Barangay	No. of day care worker/city
Cagayan	Tuguegarao	Caritan Centro	52
Isabela	Santiago	Callo West	37
	Cauayan	District 1	73
		Total	162

The questionnaire was prepared to gather the needed data. This was patterned from the Self-Instructional Handbook for. Day Care Workers. Part I elicited information on the personal profile of the Day Care Workers-Respondents. Part II covers the perception of the day care workers and mothers as to the extent of attainment of objectives of the day care services relative to the following dimensions: 1) physical development; 2) development of personal abilities; 3) ability to handle human relations; 4) development of creative and analytical ability; and development of spiritual values. Part III obtained information on the problems encountered on the extent of attainment of objectives of the day care services and Part IV established various interventions according to the degree of solutions to the problems encountered. The questionnaire was pre-tested to 66 mothers to determine the validity and reliability of the questions. Further improvement of the questionnaire was made after the pre-testing.

The data gathered were grouped, tabulated, analyzed and then interpreted. From the responses given, appropriate tables were designed to show a total presentation of the findings. These tables were prepared in order to have consistency in the statistical interpretation of the data.

Part I of the questionnaire of the data gathered were analyzed using the simple frequency count, percentage and weighted mean using the formula below:

$$P = \frac{F}{N} \times 100$$

Where:



- P= Percentage of response
- F= Frequency of response
- N= Total number of respondents
- 100= A constant variable

By dividing the frequency responses by the total number of respondents and multiplying the quotient by 100, the percentage was determined.

Part II, on the perception of day care workers and mothers as to the extent of attainment the objectives of day care services relative to the following dimensions: 1) physical development; 2) development of personal abilities; 3) ability to handle human relations; 4) development of creative and analytical abilities; and development of spiritual values, the five-point scale weight was utilized. The weighted mean is the summation of the weighted value of the choice multiplied by the total frequencies on each column divided by the number of total cases (N). To further interpret the weighted mean, the formula of which below was utilized.

$$X_w =$$

Where:

X_w = Weighted mean

W = Weight in the point scale

X = Frequency

EF = Sum of Frequencies

The result of the over-all weighted mean was analyzed and interpreted using the scale below:

<u>Mean Rating</u>	<u>Adjectival Value</u>
4.20 – 5.00	Very effective
3.40 – 4.19	much effective



2.60 - 3.39	effective
1.80 – 2.59	not so effective
1.00 – 1.79	Ineffective

To test the relationship between the perception of the day care workers and the personal profile variables, the Chi-square Test was used.

Analysis and results

Table 1: Summary Profile of Day Care Workers by City and as a Whole

Profile	CAUAYAN	SANTIAGO	TUGUEGARAO	AS A WHOLE
Mean Age	31.93	37.86	32.81	34.20
Sex	F P	F P	F P	F P
Female	73 100	35 94.59	52 100	160 98.77
Male	0 0	2 5.41	0 0	2 1.23
TOTAL	73 100	37 100	52 100	162 100
Civil Status				
Married	41 61.64	22 59.46	33 63.46	100 61.73
Single	28 38.36	15 40.54	19 36.54	62 38.27
TOTAL	73 100	37 100	52 100	162 100
Educational Attainment				
2 Years in College or more	11 15.07	5 13.51	6 11.54	22 13.58
Finished BS. Degree	50 68.49	28 75.68	36 69.23	114 70.37
Started Masters' Degree	12 16.44	4 10.81	10 19.23	26 16.05
TOTAL	73 100	37 100	52 100	162 100
Number of Years Teaching Day Care				
21-25	0 0	9 24.32	0 0	9 5.55
16-20	0 0	6 16.22	0 0	6 3.70



11-15	0 0	20 54.05	0 0	20 12.35
6-10	20 27.40	2 5.41	24 46.15	46 28.40
1-5	53 72.60	0 0	28 53.85	81 50.00
TOTAL	73 100	37 100	52 100	162 100
Mean	3.5 years	15.70 years	4.5 years	7.9 years
Level of In-Service Trainings Attended in Day Care				
Regional	0 0	0 0	0 0	0 0
District	18 24.66	7 18.92	10 19.23	35 21.60
School	55 75.34	30 81.08	42 80.77	127 78.40
TOTAL	73 100	37 100	52 100	162 100
Number of Units Earned in Preschool				
None	0 0	0 0	0 0	0 0
TOTAL	0 0	0 0	0 0	0 0

Table 9 shows the summary profile of Day Care Workers by city and as a whole.

The mean age of the day care workers in the city of Cauayan is 31.93 years, which means that the day care workers are only in their early adulthood. This implies that the day care workers are at the helm of gaining experience as an essential entry point to the public elementary school, although a few of them have retired from the government service invoking the early retirement plan of the government. In the City of Santiago, the mean age of day care workers is, 37.86 years implies that the day care workers are in their late adulthood, hence are still strong and very active in the delivery of day care services while in Tuguegarao City, the mean age is 32.81 years implies that the day care workers are only in their early adulthood they are still young, strong, active, dynamic and persevering in delivering the objectives of the day care services. It also means that the day care workers are young teacher applicants and while waiting for a permanent job, opted to be day care



workers first so that they could gain more experience needed for a teacher applicant anywhere. As a whole, the mean age is 34.20, which implies that day care workers of the three cities of Cagayan Valley Region are capable of teaching day care since they are in their early adulthood.

Under Sex, day care workers of the City of Cauayan, day care workers are all female in the city of Cauayan. This implies that day care workers are preferable female, as females generally exhibit a warmth, loving and considerate behavior towards the young. Females naturally display a mother's instinct of love for children, hence are more preferred as day care teachers. In Santiago city there are 35 or 94.59% female day care workers while only two or 5.41% are males. This implies that majority of the day care workers of Santiago city are females, since females are usually recruited as day care teachers because of their natural love and interest for children. And in Tuguegarao city day care workers are all female. As a whole, day care workers are all females which implies that in order to satisfactorily deliver the objectives of the day care services, females are preferred because women have maternal instinct to love, care and discipline small children, thus female day care workers are usually recruited first before males.

On Civil Status, the day care workers in the city of Cauayan are 45 or 61.44 percent are married while 28 or 38.36% are single. Since they have a mean age of 31.93 years, majority are married since they are over and above age 18 which is the allowable age for marriage in Philippine Society. In Santiago City majority of the day care workers are married. This is so, since they already have a mean age of 37.86 years. Therefore, their mean age is over and above the marriageable age of 18 years hence they are now married while in the city of Tuguegarao, 33 or 63.46% of the day care workers are married while 19 or 36.54% are single. Most of them are married since they have a mean age of 32.81, which is over and above the required age for marriage in Philippine Law. The rest who are still single prefer to be single while waiting for a stable job. And as a whole, majority of the day care workers are married which means that since most of them have ages which are over and above the marriageable age of 18 years



in Philippine Law, then they chose to be married, hence the above data.

On Educational Attainment, day care workers of Cauayan City are 50 or 68.49% finished their Bachelor's degree while 12 or 16.44% have started already their Master's Degree while the other eleven or 15.07% finished only 2 years in college. This means that the day care workers are educationally qualified to teach because they met the minimum requirements of finishing a bachelor degree although many of them should enroll in same education units to add to their qualifications, as many are graduates of Commerce/Business Administration and Liberal Arts while few who only finished two-year course. Santiago City has 28 or 75.68% of day care workers finished their Bachelor's degree while 4 or 10.81% are finishing their master degrees and 5 or 13.51% only finished 2 years in college while in Tuguegarao City 10 or 19.23% of the day care workers have already started their master's degree and 36 or 69.23% finished a bachelor's degree mostly in Education. This implies that the day care workers are educationally qualifies, as they possess a teacher degree course. As a whole, 26 or 16.05% started already their Master's Degree and 22 or 13.58% finished only 2 years in college while 114 or 70.37% finished their bachelor's degree. This means that the day care workers are educationally qualified, as most of them finished a bachelor's degree and some are now pursuing their master's degree.

On Number of Years Teaching Day Care, in Cauayan City 53 or 72.60% of the day care workers have been teaching for the past 1-5 years, while 20 or 27.40% have been teaching day care from 6-10 years. In Santiago City 2 or 54.05% have been teaching for past 11-15 years while the other six (6) or 16.22% for 16-20 years. In Tuguegarao City 28 or 53.85% have been teaching for the past 1-5 years while 24 or 46.15% for the past 6-10 years. As a whole 81 or 50% have been teaching for the past 1-5 years while 46 or 28.40% have been teaching for the past 6-10 years while 20 or 12.35% for the past 11-15 years. Nine or 5.55% have teaching experiences for the past 21-25 years and six (6) or 3.70% have been teaching for the past 16-20 years. A length of 7.9 years as a whole reveal that the day care workers have adequate years of experiences teaching in the day care centers. The day care worker



already had long teaching years in day care teaching in their respective barangays, hence making them qualified for their teaching jobs.

On Number of In-Service Training in Day Care, the city of Cauayan, 55 or 75.34% of the day care workers have attended In-Service Trainings in the school level while 18 or 24.66% attended in-service trainings in the district level. No one attended in the regional level. The data implies that the day care workers attended in-service trainings that help booster their educational qualifications, besides training are necessary in the delivery of the objectives of the day care services. In Santiago City, 30 or 81.08% of the day care workers attended In-Service trainings in the school level while 7 or 18.92% attended in-service trainings in the district level. No one attended in the regional level. This is because of the dearth of in-service due to financial matters. This implies however that the in-service trainings attended by the day care workers have in one way or the other improved their teaching techniques. And Tuguegarao City 42 or 80.77 percent of the day care workers attended in-service trainings in the school level while 10 or 19.23% attended in the district level, nobody in the regional level. As whole, 35 or 21.60% attend in-service training in the district level, 127 or 78.40 attended in the school level and none of them attended in-service trainings in the regional level. This implies that the day care workers attended in-service trainings in order to further improve their professional capacities. The trainings trained them to deliver promptly the objectives of day care services in their barangays.

On the Number of Units earned in day care, finding revealed that all the day care workers of the three cities of the Cagayan Valley Region do not have any units earned in day care. This means that they do not qualify to be day care workers because they do not have basic knowledge of understanding the nature, needs and problems preschoolers.

PERCEPTION OF DAY CARE WORKERS ON THE EXTENT OF ATTAINMENT OF OBJECTIVES OF DAY CARE SERVICES.



Table 2.1: Summary of Perception of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Physical Development by City and as a Whole

Items	Cauayan Category Mean DS	Santiago Category Mean DS	Tuguegarao Category Mean DS	As a Whole Category Mean DS
• Proper Health Care	4.46 VE	4.60 VE	3.73 ME	4.26 VE
• Proper Nutrition	3.00 E	4.60 VE	3.53 ME	3.71 ME
• Monitored Growth (Height)	3.00 E	3.00 E	4.20 VE	3.40 ME
• Early Detection of Diseases	3.00 E	3.00 E	3.00 E	3.00 E
Over-all Mean	3.36 E	3.80 ME	3.61 ME	3.59 ME

Table 2.1 shows the Summary of perceptions of day care workers as a whole on the extent of attainment of as objectives of day care services on Physical Development by city and as a whole.

In the city of Cauayan and Santiago, Proper Health Care is rated very effective with a category mean of 4.46 and 4.60 respectively which means that day care workers believed that day care center is a very effective place to develop children physically especially those who are neglected by their parents during the day for a living. In Tuguegarao City, it was rated 3.73 or much effective, which implies that day care workers also believed on the ability of day care center to educate day care children on their proper health care.

Under Proper Nutrition, only the city of Santiago rated very much with a category mean of 4.60 which means that day care workers believed that day care center could deliver very effectively the proper ways on how children are aware on their proper nutrition by giving them the importance of eating green leafy vegetables and fruits as well as to drink plenty of water and juices in order to maintain their health. In Tuguegarao City, category mean of 3.53 or "much effective" which means that day care center has the ability to teach the day care children to get interested in eating green leafy vegetables and fruits as well as to drink



plenty of water and juices which sometimes according to day care worker, children are reluctant to eat because of its bitter taste. In Cauayan City, they rated 3.00 or effective, which means day care center is effectively promote on children's proper nutrition.

On Monitored Growth (Height), only Tuguegarao rated effective, which means that day care workers, believed that day care center has the ability to monitor the growth of day care children by conducting monthly weighing and as well as to follow-up immunization. The city of Cauayan and Santiago only rated effectively with a category mean of 3.00. This implies that day care workers of both cities agreed that day care center should regularly monitor the growth of children as mandated on day care objectives.

Under Early Detection of Diseases, of all the three cities of Cagayan Valley rated Region equally "effectively" with a Category Mean of 3.00. The finding implies that day care center could regularly deliver its objectives but some day care workers revealed that dental check-up every 6 months is not regularly provided among the beneficiaries because according to them there are no funds for this activity.

As a whole, day care workers of the three cities of Cagayan Valley Region believed that day care center effectively deliver its objectives, particularly on Physical Development but there are some items to be improved in order to deliver a very effective services among the benefactors.

Table 2.2: Summary of Perception of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Development of Personal Abilities by City and as a Whole

Items	Cauayan Category Mean DS	Santiago Category Mean DS	Tuguegarao Category Mean DS	As a Whole Category Mean DS
• Feeding/Snacks	4.60 VE	4.60 VE	4.60 VE	4.60 VE



• Toileting	4.20	VE	4.20	VE	4.20	VE	4.20	VE
• Playing Different Games	4.40	VE	4.20	VE	4.20	VE	4.20	VE
• Cutting Different Shapes	4.40	VE	3.80	ME	3.00	E	3.73	ME
• Drawing	4.60	VE	4.20	VE	3.80	ME	4.20	VE
Over-all Mean	4.44	VE	4.16	ME	3.96	ME	4.18	ME

Table 2.2 above shows the Summary of perceptions of Day Care Workers on the extent of attainment of objectives of Day Care Services on Development of Personal Abilities by city and as a whole.

The three cities of Cagayan Valley Region, rated equal on item Feeding/Snacks with a category mean of 4.60 or very effective. This implies that day care workers agreed that day care centers could provide very effective ways on proper feeding/snack practices. To them, letting the children eat or drink alone without the assistance of any adult make them independent and self- reliant.

On Toileting, the same is through the three cities equally rated 4.20 or "very effective" which means that day care centers not only to train children's feeding/snack practices but also their toileting practices, although some day care workers revealed that this service provided by day care center is one of the hardest to meet without the assistance of the parents.

Under Playing Different Games, Cauayan and Tuguegarao rated "very effective" with a category mean of 4.40 and 4.20, respectively. This means that day care center is very effective in developing young kids to become future athletes of the countries by introducing them various games at their early years. And not only that day care center has the capability to prepare children to be physically fit, strong and healthy. In Santiago City, they rated "much effective" with a category mean of 4.00 which implies that day care center could provide the best methods so that children will get interested on sports.



Only Cauayan City rated "very effective" with a category mean of 4.40 on item Cutting Different Shapes which implies that this activity is one of the best ways to develop children's skills in Mathematics because of the early exposure and familiarity of sizes at the young age. In Santiago City, computed category mean of 3.80 or "much effective" which means that day care center is a place where children develop their skills on the familiarization of sizes which could be of great help in the preparation of children for their formal education. In Tuguegarao City, this item is rated 3.00 or "effective" which means day care worker believed that day care center could effectively develop children's skill on cutting different shapes.

As a whole, a computed over-all mean of 4.18 or "much effective" which means that day care workers of the three cities of Cagayan Valley agreed that day care centers of the region effectively attained its objectives such as: Development of Personal Abilities. They also believed that some of the objectives of the day care services need more improvement in order to attain more or less 100% services among the day care children.

Table 2.3: Summary of Perception of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Ability to handle Human Relations by City and as a Whole

Items	Cauayan		Santiago		Tuguegarao		As a Whole	
	Category Mean	DS	Category Mean	DS	Category Mean	DS	Category Mean	DS
He understands and relate well with his parents and other adults in the family.	4.60	VE	4.60	VE	4.60	VE	4.46	VE
He understands and relate well with his peers and classmates.	4.60	VE	4.60	VE	4.60	VE	4.46	VE
He interacts with	4.40	VE	4.60	VE	4.60	VE	4.33	VE



through storytelling, field trips and sharing sessions.								
Lending and sharing things.	4.20	VE	4.60	VE	3.80	ME	4.33	VE
Waiting for his turn during activity.	4.20	VE	4.60	VE	3.80	ME	4.46	VE
Not quarreling with other children.	4.20	VE	4.60	VE	3.80	ME	4.06	VM
Helping to locate or return lost things for others.	3.80	ME	4.60	VE	3.80	ME	4.46	VE
Category Mean	4.25	VE	4.60	VE	4.25	VE	4.36	VE

Table 2.3 shows the Summary of perception of day care workers on the extent of attainment of objectives of day care services on Ability to Handle Human Relations by city and as a Whole.

In the city of Cauayan, item (1) he understands and relate well with his parents and other adults in the family is rated "very effective" with an item mean of 4.20 which means day care workers of Cauayan believed that day care center may lead children the proper behavior and right conduct while in the city of Santiago and Tuguegarao also rated "very effective" with an Item Mean of 4.60. This also implies that both day care workers of Santiago and Tuguegarao have an agreement that day care center could develop children to communicate very well with other people as well as to develop their good behavior.

On item (2) he understands and relate well with his peers and classmates, city of Cauayan rated "very effective" with an item mean of 4.20 while the city of Santiago and Tuguegarao also rated "very effective" with an item mean of 4.60. This implies that all the day care of workers of the three cities of Cagayan Valley Region agreed that day care center has the



ability to develop children not only to communicate well but also to develop their skills on how to handle human relations.

On item (3) he interacts with through storytelling, field trips and sharing sessions, the city of Cauayan and Santiago rated equal with an item mean of 4.60 or "very effective" which means that day care workers of the two cities agreed that day care center has the ability to develop children to interact and communicate very well with other people because of the activities of the school like storytelling and sharing sessions. Through this, they can easily interact as well as to communicate. Although the city of Tuguegarao rated "much effective" with an item mean of 3.80, it does not mean that day care workers do not acknowledge the capability of day care center to develop the skills of children on proper communication but according to them, implementing agency should also encourage the day care centers to conduct field trips as one way to mold children to interact with other people outside their premises.

Item (4) Lending and sharing things is rated "very effective" with an item mean of 4.60 by the city of Cauayan and Santiago while Tuguegarao City only rated "much effective" with an item mean of 3.80. This implies that day care workers of the two cities mentioned earlier that day care center is not only to train children to communicate well with others but also to mold them to become better person someday while day care workers of Tuguegarao also agreed on the perception of the two cities but in lower impact.

Item (5) waiting for his turn during activities is both rated very effective with an item mean of 4.20 in the city of Cauayan while Santiago and Tuguegarao with an item mean of 4.60. This means that day care workers of the three cities of Cagayan Valley Region have an agreement that day care center is not only to train children expert how to communicate but able to train children to develop their self-discipline.

The same is through with item (6) not quarreling with other children, Santiago City rated with an item mean of 4.60 or "very effective" while Cauayan and Tuguegarao with an item mean of 3.80 or "much effective. This means that day care workers of all the cities slightly



same agreement that day care center also develops children to be loving and kind to their fellowmen.

And least, helping to locate or return lost things for others got an equal rate with an item mean of 4.60 or "very effective" by the city of Santiago and Tuguegarao while Cauayan with an item mean of 4.20. This finding implies that day care workers of the three cities slightly similar on their perception that day care center is not only a place to develop the skills of children on proper communication but also to mold them to become honest and inculcate on their minds that "Honesty is the best Policy."

As a whole, an over-all mean of 4.36 is presented indicates that day care center could attained very effectively the objectives of day care services on Ability to Handle Human Relation among the beneficiaries.

Table 2.4: Summary of Perception of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Development of Creative and Analytical Abilities by City and as a Whole

Items	Cauayan Category Mean DS	Santiago Category Mean DS	Tuguegarao Category Mean DS	As a Whole Category Mean DS
Displays understanding of Number Concept	4.60 VE	4.20 VE	3.80 ME	4.20 VE
Manifests Immediate Memory	4.20 VE	4.20 VE	3.80 ME	4.06 ME
Shows Visual Memory and Imitation	4.60 VE	3.80 ME	4.60 VE	4.33 VE
Displays role memory	4.20 VE	3.80 ME	4.20 VE	4.06 ME
Vocabulary Acquisition	4.00 ME	3.70 ME	4.00 ME	3.90 ME



Over-all Mean	4.32 VE	3.94 ME	4.08 ME	4.11 ME
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Table 2.4 shows the Summary of perceptions of day care workers of the three cities of the three cities of the Cagayan Valley Region on the extent of attainment of objectives of the day care services on Development of Creative and Analytical Abilities.

In the city of Cauayan and Tuguegarao, item (1) Shows Visual Memory and Imitation garnered the highest rank with category mean of 4.60 which mean "very effective" while Santiago city with a category mean of 4.20 which is also "very effective". This implies that day care workers of the three cities of Cagayan Valley Region have an agreement that day care center is one of the best alternative place where children develop their various skills like immediate memory and imitation. Displays Understanding of Number Concept is rated "very effective" by the city of Cauayan and Santiago with a category mean of 4.60 and 4.20 respectively while Tuguegarao rated "much effective" with a category mean of 3.80. As a whole, with category mean of 4.20 or "very effective." This implies that day care workers believed that day care center is very effective in developing children to understand numbers as well as to be able to comprehend. Manifests Immediate Memory and Displays Role Memory is rated "much effective" which means that day care worker agreed that day care center is a place where children develop their skills on role memory.

Children who are trained to memorize long lines like: poem, oration or declamation at their early age develop their self-confidence and become proficient.

Ranked least is the Vocabulary Acquisition with a category of 4.00 by Cauayan and Tuguegarao while Santiago rated "much effective" with a category mean of 3.70.

As a whole, an over-all mean of 4.11 implies that the three cities of Cagayan Valley Region agreed that day care center could provide the day care children "much effective" ways to develop their creativeness as well as their abilities to analyze at their young age.

Table 2.5: Summary of Perception of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Development of Spiritual Values by the City and as a Whole

Items	Cauayan Category	Santiago Category	Tuguegarao Category	As a Whole Category
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	Mean DS	Mean DS	Mean DS	Mean DS
Praying to God before and after eating.	4.60 VE	3.80 ME	4.60 VE	4.33 VE
Singing simple hymns or Christian songs.	4.60 VE	4.20 VE	4.60 VE	4.46 VE
Making the sign of cross, bowing of heads when praying.	4.60 VE	4.60 VE	4.60 VE	4.60 VE
Kneeling, genuflecting during spiritual activity in the day care.	4.20 VE	4.20 VE	4.60 VE	4.33 VE
Reciting simple verses from the Bible.	4.20 VE	3.40 ME	4.60 ME	4.06 ME
Over-all Mean	4.44 VE	4.04 ME	4.60 VE	4.36 VE

Table 2.5 shows the Summary of perceptions of day care workers of the three cities of Cagayan Valley Region on the extent of attainment of objectives of the day care services on Development of Spiritual Values.

On Praying to God before and after eating, the city of Cauayan and Tuguegarao rated "very effective" with category mean of 4.60 while in the city of Santiago rated "much effective" with category mean of 3.80. This implies that day care workers of the three cities of Cagayan Valley Region believed that day care center is a place to develop children's physical and personal abilities, creative and analytical abilities but also a place to mold them in order to become spiritually well-being.

On Singing simple hymns or Christian song, Cauayan and Tuguegarao City rated "very effective" with a category mean of 4.60 while in the city of Santiago the same rating with a category mean of 4.20, which implies that day care workers described that day care center is a place where children learn to respect and obey God. Children, who are spiritually motivated when they are still young, have bigger chances to respect their parents and other adults in the family and in the community.



Kneeling, genuflecting during spiritual activity in the day care is rated by Cauayan, Santiago and Tuguegarao "very effective" with a category mean of 4.20, 4.20 and 4.60 respectively. This means that day care workers assured that day care center could motivate children to behave, respect and obey God. Reciting simple verses from the bible, the city of Cauayan and Tuguegarao rated "very effective" with category mean of 4.20 and 4.60 respectively while Santiago city rated "much effective" with a category mean of 3.40.

As a whole, day care workers of the three cities of Cagayan Valley rated "very effective" with an over-all mean of 4.60 implies that day care center cater has the best and appropriate methods to mold children to become spiritually minded individuals. Inclusion of spiritual values in the curriculum of day care services has great help both the day care workers and the parents because it helps children behave not only in the class but also in their homes as well as in the community.

Test of Relationship Between Day Care Workers Perception on the Extent of Attainment of Objectives of the Day Care Services by city and as A whole when grouped according to their personal profile.

The table that follows presents the data on the relationship between day care workers perception on the extent of attainment of objectives of the Day Care Services by city and as a whole when grouped according to their personal profile.

Table 3.1a: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Physical Development in the City of Cauayan when Grouped According to their Profile

Profile Variable	X_c^2	DF	Probability	Decision
Age	0.014	1	0.9066	Accept HO
Sex	0.003	1	0.9533	Accept HO
Civil Status	0.014	1	0.9042	Accept HO
Educational Attainment	0.049	1	0.8256	Accept HO
Number of years teaching Day Care	0.039	1	0.8442	Accept HO
Number of In-Service Trainings	0.018	1	0.8920	Accept HO



Table 3.1a shows that the summary of test of relationship between the perception of day care workers on the extent of attainment of objectives of day care services on Physical Development when grouped according to their profile.

The probability values are greater than the alpha at 0.05 level of significance then the null hypothesis is accepted, hence there is no significant relationship between the perceptions of the respondents of Cauayan City on the extent of attainment of objectives of the day care services on Physical Development and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services, particularly on physical development.

Table 3.1b: Summary on the Test of Relationship Between the perception of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Physical Development in the City of Santiago when Grouped According to their Profile

Profile Variable	X_c^2	DF	Probability	Decision
Age	0.040	1	0.8417	Accept HO
Sex	0.132	1	0.7162	Accept HO
Civil Status	0.028	1	0.8670	Accept HO
Educational Attainment	0.121	1	0.7275	Accept HO
Number of years teaching Day Care	0.154	1	0.6946	Accept HO
Number of In-Service Trainings	0.044	1	0.8338	Accept HO

Table 3.1b shows that the probability values are greater at 0.05 level of significance than the alpha, then the hypothesis is accepted. This means that there is no Significant relationship between the perceptions of respondents of Santiago City on the extent of attainment of objectives of the day care services on Physical Development and when grouped according to their profile. This implies that when respondents' profiles are grouped, the perception of the respondents on the extent of attainment of objectives of day care services does not influence it.



Table 3.1c: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Physical Development in the City of Tuguegarao when Grouped according to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.019	1	0.8890	Accept HO
Sex	0.005	1	0.9447	Accept HO
Civil Status	0.021	1	0.8855	Accept HO
Educational Attainment	0.074	1	0.7861	Accept HO
Number of years teaching Day Care	0.053	1	0.8173	Accept HO
Number of In-Service Trainings	0.031	1	0.8603	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Tuguegarao City on the extent of attainment of objectives of the day care services on Physical Development and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Physical Development.

Table 3.2a: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Personal Abilities in the City of Cauayan when Grouped According to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.014	1	0.9066	Accept HO
Sex	0.003	1	0.9533	Accept HO
Civil Status	0.014	1	0.9042	Accept HO
Educational Attainment	0.049	1	0.8256	Accept HO
Number of years teaching Day	0.039	1	0.8442	Accept HO



Care Number of In-Service Trainings	0.018	1	0.8920	Accept HO
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The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Cauayan City on the extent of attainment of objectives of the day care services on Development of Personal Abilities and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of implementation of objectives of the day care services along Development of Personal Abilities.

Table 3.2b: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Personal Abilities in the City of Santiago when Grouped According to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.040	1	0.8417	Accept HO
Sex	0.132	1	0.7162	Accept HO
Civil Status	0.028	1	0.8670	Accept HO
Educational Attainment	0.121	1	0.7275	Accept HO
Number of years teaching Day Care	0.154	1	0.6946	Accept HO
Number of In-Service Trainings	0.044	1	0.8338	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Santiago city on the extent of attainment of objectives of the day care services on Development of Personal Abilities and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Development of Personal Abilities



Table 3.2c: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Personal Abilities in the City of Tuguegarao when Grouped According to their Profile

Profile Variable	X_c^2	DF	Probability	Decision
Age	0.019	1	0.8890	Accept HO
Sex	0.005	1	0.9447	Accept HO
Civil Status	0.021	1	0.8855	Accept HO
Educational Attainment	0.074	1	0.7861	Accept HO
Number of years teaching Day Care	0.053	1	0.8173	Accept HO
Number of In-Service Trainings	0.031	1	0.8603	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Tuguegarao City on the extent of attainment of objectives of the day care services on Development of Personal Abilities and when grouped according to their profile. this implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Development of Personal Abilities.

Table 3.3a: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objective of the Day Care Services on Ability to Handle Human Relations in the City of Cauayan when Grouped According to their Profile

Profile Variable	X_c^2	DF	Probability	Decision
Age	0.014	1	0.9066	Accept HO
Sex	0.003	1	0.9533	Accept HO
Civil Status	0.014	1	0.9042	Accept HO
Educational Attainment	0.049	1	0.8256	Accept HO
Number of years teaching Day Care	0.039	1	0.8442	Accept HO
Care	0.018	1	0.8920	Accept HO



Number of In-Service Trainings				
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The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Cauayan City on the extent of attainment of objectives of the day care services on Ability to Handle Human Relations and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Ability to Handle Human Relations.

Table 3.3b: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Ability to Handle Human Relations in the City of Santiago when Grouped According to their Profile

Profile Variable	X_c^2	DF	Probability	Decision
Age	0.040	1	0.8417	Accept HO
Sex	0.132	1	0.7162	Accept HO
Civil Status	0.028	1	0.8670	Accept HO
Educational Attainment	0.121	1	0.7275	Accept HO
Number of years teaching Day Care	0.154	1	0.6946	Accept HO
Number of In-Service Trainings	0.044	1	0.8338	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Santiago city on the extent of attainment of objectives of the day care services on Ability to Handle Human Relations and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Ability to Handle Human Relations.

Table 3.3c: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Ability to



Handle Human Relations in the City of Tuguegarao When Grouped According to their Profile

Profile Variable	χ^2	DF	Probability	Decision
Age	0.019	1	0.8890	Accept HO
Sex	0.005	1	0.9447	Accept HO
Civil Status	0.021	1	0.8855	Accept HO
Educational Attainment	0.074	1	0.7861	Accept HO
Number of years teaching Day Care	0.053	1	0.8173	Accept HO
Number of In-Service Trainings	0.031	1	0.8603	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Tuguegarao city on the extent of attainment of objectives of the Day care services on Ability to Handle Human Relations and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Development of Personal Abilities

Table 3.4a: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Creative and Analytical Abilities in the City of Cauayan When Grouped According to their Profile

Profile Variable	χ^2	DF	Probability	Decision
Age	0.014	1	0.9066	Accept HO
Sex	0.003	1	0.9533	Accept HO
Civil Status	0.014	1	0.9042	Accept HO
Educational Attainment	0.049	1	0.8256	Accept HO
Number of years teaching Day Care	0.039	1	0.8442	Accept HO
Number of In-Service Trainings	0.018	1	0.8920	Accept HO



The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Cauayan City on the extent of attainment of objectives of the day care services on Development of Creative and Analytical Abilities and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Development of Creative and Analytical Abilities.

Table 3.4b: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Creative and Analytical Abilities in the City of Santiago When Grouped According to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.040	1	0.8417	Accept HO
Sex	0.132	1	0.7162	Accept HO
Civil Status	0.028	1	0.8670	Accept HO
Educational Attainment	0.121	1	0.7275	Accept HO
Number of years teaching Day Care	0.154	1	0.6946	Accept HO
Number of In-Service Trainings	0.044	1	0.8338	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Santiago City on the extent of attainment of objectives of the day care services on Development of Creative and Analytical Abilities and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Development of Creative and Analytical Abilities



Table 3.4c: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Development of Creative and Analytical Abilities in the city of Tuguegarao When Grouped According to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.019	1	0.8890	Accept HO
Sex	0.005	1	0.9447	Accept HO
Civil Status	0.021	1	0.8855	Accept HO
Educational Attainment	0.074	1	0.7861	Accept HO
Number of years teaching Day Care	0.053	1	0.8173	Accept HO
Number of In-Service Trainings	0.031	1	0.8603	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Tuguegarao City on the extent of attainment of objectives of the day care services on Development of Creative and Analytical Abilities and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on attainment of objectives of the day care services among the day care children.

Table 3.5a: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Spiritual Values in the City of Cauayan When Grouped According to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.014	1	0.9066	Accept HO
Sex	0.003	1	0.9533	Accept HO
Civil Status	0.014	1	0.9042	Accept HO
Educational Attainment	0.049	1	0.8256	Accept HO
Number of years teaching Day	0.039	1	0.8442	Accept HO



Care Number of In-Service Trainings	0.018	1	0.8920	Accept HO
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The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Cauayan City on the extent of attainment of objectives of the day care services on Development of Spiritual values and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of day care services in their area.

Table 3.5b: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of Day Care Services on Development of Spiritual Values in the City of Santiago when Grouped According to their Profile

Profile Variable	X_c^2	DF	Probability	Decision
Age	0.040	1	0.8417	Accept HO
Sex	0.132	1	0.7162	Accept HO
Civil Status	0.028	1	0.8670	Accept HO
Educational Attainment	0.121	1	0.7275	Accept HO
Number of years teaching Day Care	0.154	1	0.6946	Accept HO
Number of In-Service Trainings	0.044	1	0.8338	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Santiago City on the extent of attainment of objectives of the day care services on Development of Spiritual Values and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the extent of attainment of objectives of the day care services along Development of Spiritual Values.



Table 3.5c: Summary on the Test of Relationship Between the Perceptions of Day Care Workers on the Extent of Attainment of Objectives of the Day Care Services on Development of Spiritual Values in the City of Tuguegarao when Grouped According to their Profile

Profile Variable	χ_c^2	DF	Probability	Decision
Age	0.019	1	0.8890	Accept HO
Sex	0.005	1	0.9447	Accept HO
Civil Status	0.021	1	0.8855	Accept HO
Educational Attainment	0.074	1	0.7861	Accept HO
Number of years teaching Day Care	0.053	1	0.8173	Accept HO
Number of In-Service Trainings	0.031	1	0.8603	Accept HO

The table shows that the probability values are greater than the alpha at 0.05 level of significance; hence the hypothesis is accepted. This means that there is no significant relationship between the perception of respondents of Tuguegarao City on the extent of attainment of objectives of the day care services on Development of Spiritual Values and when grouped according to their profile. This implies that respondents when grouped according to their profile do not influence their perception on the attainment of objectives of day care services among the day care children.

Problems Encountered by Day Care Workers on the Delivery of Day Care Services

Table 4.1a: Problems Encountered by Day Care Workers on the Delivery of Day Care Services According to Rank in the City of Cauayan

Items	Rank
Lack of financial support to day care worker from the Barangay due to minimal Internal Revenues Allotment (IRA).	1
No instructional materials are given to day care center and no free books for day care children.	2
Local Government Unit (LGU) does not have other support to day care	3



except a minimum honorarium.	
No field trips are conducted for day care center in order to expose the day care children outside their premises.	4
Implementing agency is ignoring issues/problems raised by the parents'/day care worker/community regarding the delivery of day care services in the day care center.	5
Funds allocated for the day care center are not well accounted/delivered to end concern.	6
Space provided for the day care center is very small that may cause irritation of the children and the day care workers during the day.	7
Lack of support of parents and the community to the Day Care Worker during day care activities.	8

Table 4.1a reflects the problems encountered by Day Care Workers on the delivery of Day Care Services in the city of Cauayan according to rank. As reflected in the table, day care workers of Cauayan felt that the major problems encountered in the day care center are; lack of financial support to day care workers from the barangay due to minimal because of their minimal Internal Revenue Allotment followed by no instructional materials are given to day care center as well as no free books are given for day care children. This means that without these instructional materials and free books of children, day care workers could not deliver effectively some of the objectives of the day care services. Among the least problems encountered by day care workers are the very small space provided for day care center that may cause irritation for both the day care workers and the day care children, and no support of the parents/community to the day care worker during day care activities.

Table 4.1b: Problems Encountered by Day Care Workers on the Delivery of Day Care Services According to Rank in the City of Santiago

Items	Rank
Lack of financial support to day care workers from the Barangay due to minimal Internal Revenues Allotment (IRA).	1



Local Government Unit (LGU) does not have other support to day care except a minimum honorarium.	2
Funds allocated to day care centers are no well-accounted/delivered to end concern.	3
Implementing agency is ignoring issues/problems raised by parents/day care workers/community regarding the delivery of day care services to the day care centers.	4
Day care center is housed to a small portion of the barangay hall/vacant room of the elementary school.	5
Space provided for the day care center is very small that may cause irritation of the children and the day care workers during the day.	6
Poor facilities of the day care center.	7
No field trips are conducted for the day care children in order for them to be exposed outside their premises.	8

Table above shows that the primary problem encountered by Day Care Workers on the delivery of Day Care Services in the city of Santiago is the lack of financial support to day care workers. This means that day care workers need more financial support in order to augment their minimal honorarium. They believed that because of tight economic condition of our country today, the honorarium is not enough for their daily subsistence, thus they need financial support. Implementing agency also is ignoring issues/problems raised by parents, day care center is housed in a small portion of the barangay hall/elementary school that may cause irritation of both the day care workers and the day care children, poor facilities of the day care center and the failure to conduct fieldtrips in order to expose the day care children outside their premises are among the least problems encountered by the day care workers of Santiago city.

Table 4.1c: Problems Encountered by Day Care Workers on the Delivery of Day Care Services According to Rank in the City of Tuguegarao



Items	Rank
Lack of financial support to day care workers from the Barangay due to minimal Internal Revenues Allotment (IRA).	1
No instructional materials are given to day care center and no free books for day care children	2
No field trips are conducted for day care children in order for them to be exposed outside their premises	3
Local Government Unit (LGU) does not have other support to day care workers except a minimal honorarium.	4
Lack of support from the parents and the community to the day care workers during day care activities	5
Space provided from the day care center is very small that may cause irritation of the children and the day care workers during the day.	6
Funds allocated to day care centers are not accounted/ delivered to the end-concern.	7
Implementing agency is ignoring issues/problems raised by the parents/day care workers/community regarding the delivery of the day care services to day care center.	8

Table 30c shows that due to lack of financial support to day care workers in the city of Tuguegarao the delivery of objectives of the day care services are affected. This problem ranked first among the seven problems reflected in the table above. According to the respondents, day care workers received only a meager honorarium. The said amount is not enough to carry out their performance in the delivery of objectives of the day care services. This means that parents in the community sometimes don't have the capacity to assist the day care workers in their every day care activities. Other problems confronted by day care worker are the small portion provided for day care center that may cause irritation by both the day care children and the day care worker, funds allotted to day care centers are not well accounted/delivered to end concern; and ignoring the issues/problems raised by



parents'/day care workers/community regarding the delivery of day care services with rank sixth, seventh and eight respectively.

Table 4.1d: Summary of Problems Encountered by Day Care Workers on the Delivery of Day Care Services According to Rank by City and as a Whole

Items	Cauayan	Santiago	Tuguegarao	As a Whole
Lack of Financial support to day care workers from the barangay due to minimal Internal Revenue Allotment (IRA).	1	1	1	1
Local Government Unit (LGU) does not have other support to day care worker except a minimal honorarium.	3	2	2	2
No instructional materials are given to day care center and no free books to day care children.	3	9	3	3
Lack of support from the parents and the community to the Day Care Workers during day care activities.	8	0	5	4
Implementing agency is ignoring issues/problems raised by parents'/day care workers/community regarding the delivery of the day care services.	5	4	8	5
Day care center is house to a very small portion of the barangay hall/vacant room of the elementary school	0	5	0	5
Space provided for the day care center is very small that may cause irritation of the				



day care children and the day care worker during the day.	7	6	6	6
Poor facilities of the day care center.	7	0	0	7
Funds allocated to day care center are not well accounted/delivered to end-concern.	6	3	11	7

Table 4.1d shows the summary of problems encountered by the day care workers on the delivery of day care services according to rank by city and as a whole. The primary problem of the day care workers of the three cities in the Cagayan Valley Region is the lack of financial support from the barangays due to minimal Internal Revenue Allotment (IRA). Lack of financial support from the local government unit is ranked number two while no instructional materials are given to the day care center and no free books for the day care children as number three. Lack of support of the parents/community to the day care workers and day care center is housed to a small portion of the barangay/ elementary school are ranked number five respectively. The last problems as mentioned by the day care workers are secondary but also affect to some extent in the implementation of objectives of day care services.

Interventions Proposed by Day Care Workers to Address the Problems on the Delivery of Day Care Services.

Table 5.1a: Interventions Proposed by Day Care Workers to Address the Problem on the Delivery of Day Care Services by Rank in the City of Cauayan

Items	Rank
Implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care workers to improve the delivery of day care services.	1
Local officials should allocate funds for financial assistance to day care workers aside from honorarium.	2



Implementing agency/Local officials should provide instructional materials all day care centers and free books for the day care children.	3
Day care workers should motivate the parents and the community to support her/him in every day care activities.	4
Implementing agency should encourage day care centers to conduct field trips and allocate funds for this activity in order to expose the day care children outside their premises.	5
The implementing agency should provide a prompt action on every issues/problem raised by the parents/Daycare workers/community regarding the delivery of day care services.	6
Funds intended for the day care centers should be accounted/delivered in order to attain the objectives of the day care center.	7
Day care center should be placed in a spacious portion of the barangay hall/vacant room of the elementary school if the barangay could not afford to construct	8

Table 5.1a shows the interventions proposed by day care workers to address the problems on the delivery of day care services by rank in the city of Cauayan. As shown in the table day care workers suggested that implementing agency should allocate more funds to day care centers and if possible, they should create a plantilla position for the day care workers in order to improve the delivery of day care services. And the least, day care center should be placed in a spacious portion of the barangay hall if the barangay could not afford to construct.

Table 5.1b: Interventions Proposed by Day Care Workers to Address the Problem on the Delivery of Day Care Services by Rank in the City of Santiago

Items	Rank
Implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care workers to improve the	1



delivery of day care services.	
Implementing agency/Local officials should provide instructional materials all day care centers and free books for the day care children.	2
Local officials should allocate funds for financial assistance to day care workers aside from honorarium.	3
Day care workers should motivate the parents and the community to support her/him in every day care activities.	4
The implementing agency should provide a prompt action on every issues/problems rose by the parents/Daycare workers/community regarding the delivery of day care services.	5
Implementing agency should encourage day care centers to conduct field trips and allocate funds for this activity in order to expose the day care children outside their premises.	6
Funds intended for the day care centers should be accounted/delivered in order to attain the objectives of the day care center.	7
Day care center should be placed in a spacious portion of the barangay hall/vacant room of the elementary school if the barangay could not afford to construct.	8

Table above shows the interventions proposed by day care workers to address the problems on the delivery of day care services by rank in the city of Santiago. As reflected above, day care workers believed that implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care worker in order to improve the delivery of day care services as number one. And the least interventions as proposed by day care workers are: implementing agency should provide a prompt action on every issues/problems rose by the parents'/day care worker/community regarding the delivery of day care services and funds intended for the day care center should be accounted/delivered in order to attain the objectives of the day care center.



Table 5.1c: Interventions Proposed by Day Care Workers to Address the Problem on the Delivery of Day Care Services by Rank in the City of Tuguegarao

Items	Rank
Implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care workers to improve the delivery of day care services.	1
Implementing agency/Local officials should provide instructional materials all day care centers and free books for the day care children.	2
Local officials should allocate funds for financial assistance to day care workers aside from honorarium.	3
Day care workers should motivate the parents and the community to support her/him in every day care activities.	4
The implementing agency should provide a prompt action on every issue/problem rose by the parents/Daycare workers/community regarding the delivery of day care services	5
Implementing agency should encourage day care centers to conduct field trips and allocate funds for this activity in order to expose the day care children outside their premises.	6
Funds intended for the day care centers should be accounted/delivered in order to attain the objectives of the day care center.	7

Table above shows the interventions proposed by day care workers of Tuguegarao city to address the problems on the delivery of day care services. The same with the day care workers of Cauayan and Santiago City, day care workers of Tuguegarao confirmed that the most acceptable interventions in order to address the problems on the delivery of day care services is, implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care workers in order to improve the delivery



of day care services. And the least interventions proposed are implementing agency should provide a prompt action on every issues/problems rose by the parents'/day care worker/community regarding the delivery of day services and funds intended to day care center should be accounted/delivered in order to attain the objectives of the day care center. These interventions, although among the least proposed by day care workers should also be given a bit attention to consider in addressing problems on the delivery of day care services.

Table 5.1d: Summary of Interventions Proposed by Day Care Workers to Address the Problems on the Delivery of Day Care Services according to Rank by City and as a Whole

Items	Cauayan	Santiago	Tuguegarao	As a Whole
Implementing agency should allocate more funds to day care centers and if possible, create a plantilla position for the day care workers to improve the delivery of day care services.	1	1	1	1
Implementing agency/Local officials should provide instructional materials all day care centers and free books for the day care children.	2	2	2	2
Local officials should allocate funds for financial assistance to day care workers aside from honorarium.	3	3	3	3
Day care workers should motivate the parents and the community to support her/him in every day care activities.	4	4	4	4
Implementing agency should encourage day care centers to conduct field trips and				



allocate funds for this activity in order to expose the day care children outside their premises.	5	5	5	5
The implementing agency should provide a prompt action on every issues/problems rose by the parents/Daycare workers/community regarding the delivery of day care services.	6	6	6	6
Funds intended for the day care centers should be accounted/ delivered in order to attain the objectives of the day care center.	7	7	7	7
Day care center should be placed in a spacious portion of the barangay hall/vacant room of the elementary school if the barangay could not afford to construct.	8	8	8	8

The table above shows the summary of interventions proposed by day care workers of Cauayan City, Santiago City and Tuguegarao City. All the day care workers of the three cities of Cagayan Valley Region agreed that the best interventions to address the problems on the delivery of day care services is, implementing agency should allocate more funds to day care center and according to them, they should also create a plantilla positions for them in order to improve the delivery of day care services. They also believed that to improve the delivery of day care services, implementing agency should also provide a prompt action on every issues/problems rose by parents'/day care workers/community regarding the delivery of day care services, funds intended for the day care centers should be accounted/delivered and day care center should be placed in a spacious portion of the barangay hall or elementary school of the barangay if they could not afford to construct.



As per the findings of the study, one way to improve the delivery of day care services is for parents and the community to support them, and the implementing agency should encourage day care centers to conduct field trips and allocate funds for this activity in order to expose the children outside their premises. Even if some day care workers lack units, the majority of them have completed their education. Some mothers believe that day care services are one of the best government policies for the development of day care children, especially in terms of preparing them for formal education.

On the basis of the foregoing findings and conclusion, the following recommendations are proposed for:

- More funds should be allocated to day care centers by the implementing agency, and if possible, to improve the delivery of day care services, create a plantilla position for day care workers.
- That the implementing agency/local officials provide all day care centers with instructional materials and free books for the children.
- Those working in day care should encourage parents and the community to support them in their daily activities.
- The day care centers should be encouraged by the implementing agency. to organize field trips and set aside money for this activity
- That the implementing agency should respond quickly to any issues or problems/concerns about the delivery of day care services have grown among parents, the community, and day care workers.
- That day care center should be located in a large, vacant area of the barangay hall, if the barangay cannot afford to build, the room of the elementary school will be used.
- That mothers should support day care centers fully, both financially and morally.
- That daycare worker should have a bachelor's degree in pre-school teacher education.



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